



COUNTY OF KAUAI

Kaua'i Police Department

2013 Budget Presentation

April 12, 2012

Darryl D. Perry
Chief of Police

KAUAI POLICE DEPARTMENT

Mission

The employees of the Kauaʻi Police Department, in full understanding of the “Aloha Spirit,” are committed to enhancing the quality of life in our community.

We embrace the values of: PONO

Respect

We acknowledge and accept our individual differences and unique cultural diversity, and promise to treat each other and everyone we serve with dignity and respect.

Integrity

We strive to maintain public trust and confidence by upholding the highest moral and ethical standards, and are honest and open in our mission.

Professionalism

We pledge to provide superior level of services, and to take responsibility for our actions and decisions.

As Kauaʻi Police Department employees, we promise to strive to be leaders in public safety through teamwork and an unwavering commitment to excellence.

E Hoʻomalama Pono—“To Serve and Protect”

Vision

The Kauaʻi Police Department envisions a community that is free from the fear of crime; where our citizens and visitors trust, believe, and have confidence that our employees shall provide the highest level of professional services.

2012-2013 Goals & Objectives

1. Recruitment: Fill vacant sworn positions by having 2 recruit classes.
2. Citizens' Police Academy: Establish a CPA and have 3 graduating classes
3. Accreditation: Submittal of application to CALEA to begin process.

FY2010 Successes and Achievements

Recruitment of police officers at all law enforcement levels presents difficulties with respect to filling vacant positions and retaining employees. The reasons are numerous, but Kauaʻi has

additional challenges: Unqualified candidates, small pool base, individuals not wanting to pursue a law enforcement career, competitive job market, cost of living (housing, food, transportation), coupled with past organizational mistrust promoted by the media, blogs, literature, and the like.

However, we continue to overcome those challenges, and in the past three years KPD has graduated 26 new officers. Unfortunately KPD was not able to have a Recruit Class but for the 2012-2013 budget year we expect to begin the 82nd and 83rd Recruit Classes with 10-15 new officers in each class. We also look forward to promoting more officers to our investigative bureau to handle the increasing workload of felony cases.

Citizens' Police Academy was a concept developed in 1977 in England to improve relationship between its citizens and law enforcement through better understanding of the police role in society. CPA was initially called Police Night School but when it was adopted in 1985 by the Orlando, Florida Police Department the name was changed.

The other three (Honolulu, Maui, and Big Island) county police departments all have some concept of CPA, but the most effective program began with the Honolulu Police Department in 1994.

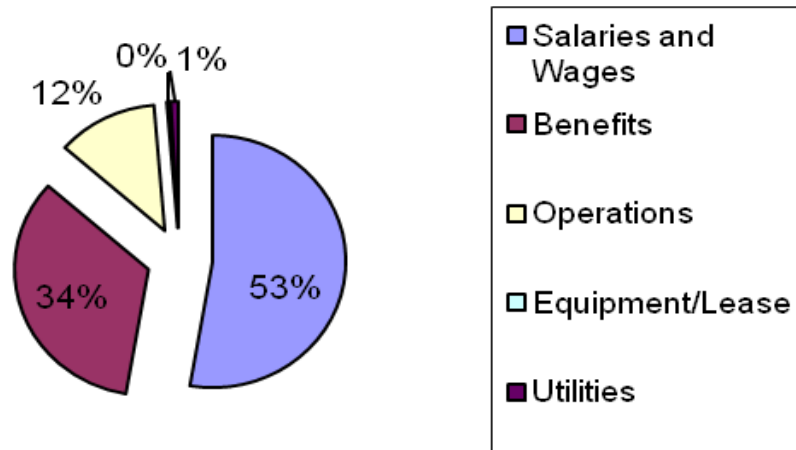
Again this is an interactive program that will be implemented by the Kauai Police Department (KPD) designed to educate our community about KPD with respect to its policies and procedures, training, overview of the criminal justice system, the impact on crime by other government agencies, and how citizens can help to reduce and prevent crime.

Accreditation is one of KPD's top priorities. In the past year we have made steady progress in up-dating our policies and procedures. An initial assessment, according to Lieutenant Jon Takamura, revealed that KPD is ready to take the next step toward organizational accreditation.

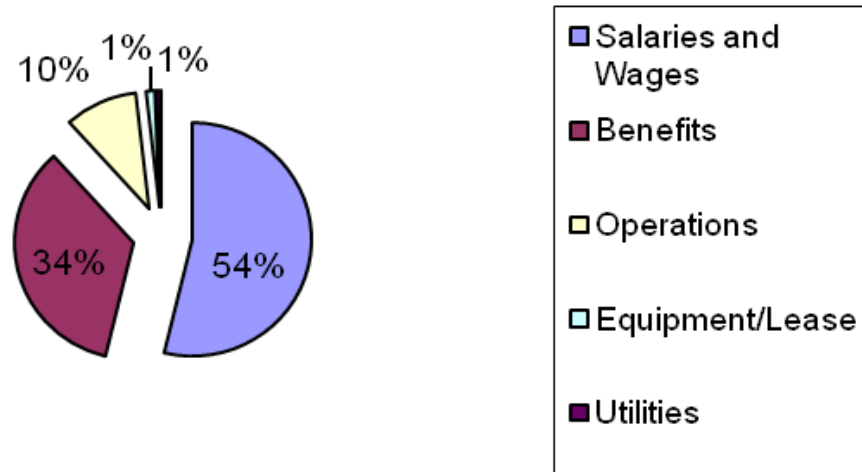
This step will include the submission of the application which gives KPD a three (3) year window to complete all of the required mandates to achieve accreditation status. The application is to be forwarded in the former part of 2012.

Comparative Graphs

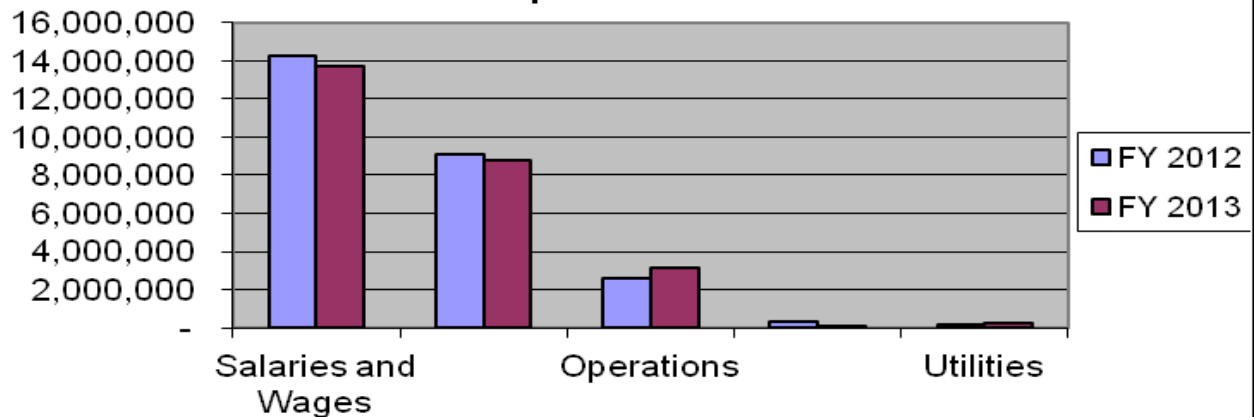
FY 2013 Operating Budget-Police Department



FY 2012 Operating Budget-Police Department



FY 2013 and 2012 Comparison-Police Department



Operating Budget-Police Department	FY 2012	FY 2013	% + or -
Salaries and Wages	14,230,457	13,678,465	-3.9%
Benefits	9,126,100	8,772,336	-3.9%
Operations	2,613,777	2,693,347	3.0%
Equipment/Lease	314,000	560,331	78.4%
Utilities	166,060	243,880	46.9%
TOTAL	26,450,394	25,948,359	-1.9%

Operating Budget Discussion

The Kaua'i Police Department's Budget for FY 2012-2013 decreased by 1.90% or by about \$500 Thousand. The reduction in budget dollars is primarily due to a salaries and benefits adjustment made for vacancies in the department. The proposed operating budget is sufficient to fulfill the mission of this department.

KAUAI POLICE DEPARTMENT – VACANT POSITIONS

SALARIED POSITIONS (County Funded):

Position Number	Position Title	Salary Range	Annual Salary	Expected to Fill Date
433	Police Captain	EM03	\$ 91,812	
372	Police Lieutenant	PO13	90,936	03/18/2012
373	Police Lieutenant	PO13	90,936	03/18/2012
394	Police Lieutenant	PO13	90,936	03/18/2012
405	Police Lieutenant	PO13	90,936	03/18/2012
535	Police Lieutenant	PO13	90,936	03/18/2012
450	Detective	PO11	73,476	03/18/2012
504	Detective	PO11	73,476	03/18/2012
579	Detective	PO11	73,476	03/18/2012
398	Police Sergeant	PO11	73,476	03/18/2012
457	Police Sergeant	PO11	73,476	03/18/2012
465	Police Sergeant	PO11	73,476	03/18/2012
470	Police Sergeant	PO11	73,476	03/18/2012
518	Police Sergeant	PO11	73,476	03/18/2012
538	Police Sergeant	PO11	73,476	03/18/2012
397	Police Officer	PO5	51,240	04/16/2012
503	Police Officer	PO5	51,240	04/16/2012
528	Police Officer	PO5	51,240	04/16/2012
529	Police Officer	PO5	51,240	04/16/2012
542	Police Officer	PO5	51,240	04/16/2012
568	Police Officer	PO5	51,240	04/16/2012
569	Police Officer	PO5	51,240	04/16/2012
571	Police Officer*	PO7	70,452	
578	Police Officer	PO5	51,240	04/16/2012
358	Public Safety Worker I	SR15	33,756	
316	Radio Dispatcher I	SR14	32,424	06/01/2012
536	Radio Dispatcher I	SR14	32,424	06/01/2012
597	Radio Dispatcher II**	SR17	36,516	
345	Secretary	SR16	35,064	
432	Police Equipment Maintenance Coordinator	SR18	37,968	06/01/2012
310	Police Records Unit Supervisor	AE20	41,040	
341	Police Records Clerk	SR11	28,836	02/16/2012

Position Number	Position Title	Salary Range	Annual Salary	Expected to Fill Date
342	Police Records Clerk	SR11	28,836	
HOURLY POSITIONS (County Funded):				
1305	School Crossing Guard	SR05	5,694	03/01/2012
1307	School Crossing Guard	SR05	5,694	03/01/2012
1309	School Crossing Guard	SR05	5,694	
1310	School Crossing Guard	SR05	5,694	
1315	School Crossing Guard	SR05	5,694	
1316	School Crossing Guard	SR05	5,694	
	<i>*Pending Step III Grievance Decision; Reinstate Officer</i>			
	<i>**Lateral transfer from EMSS position</i>			
GRANT FUNDED POSITIONS				
STATE FUNDED POSITIONS				
T353	Radio Dispatcher I	SR14		
T565	Radio Dispatcher I	SR14		
T566	Radio Dispatcher I	SR14		